

I'm not just a dentist.

I'm a Veteran and
I can't think of a
more deserving
group of patients
to serve.



Mike, Chief, Dental Service



Become a VA Dentist.

VA



U.S. Department of Veterans Affairs

Veterans Health Administration

Why VA?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise.

Today, Department of Veterans Affairs has grown into one of the largest, most technologically advanced health care systems in the United States. We have employees who work at more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and number of other facilities across the country.

At VA, we strive to provide a professional, supportive environment where our patients, *and you*, can thrive.



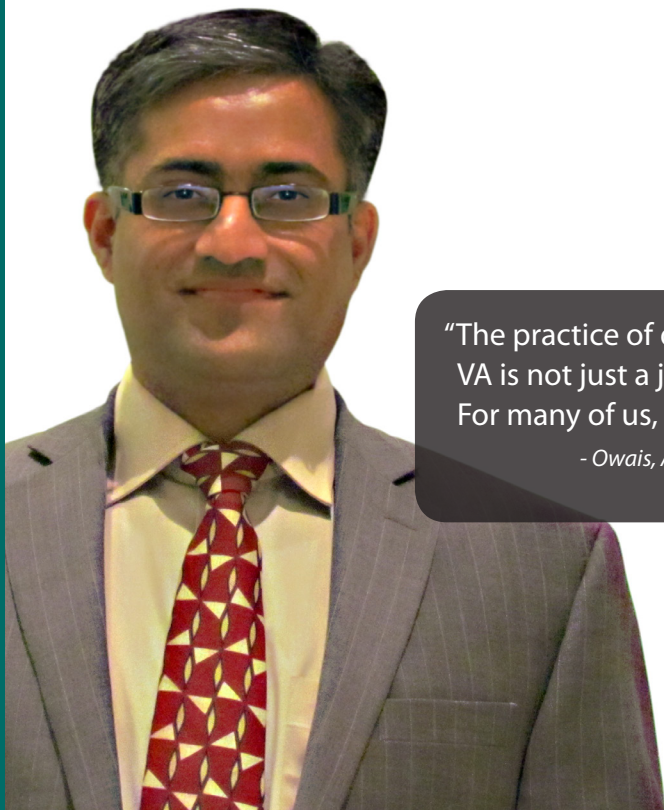
VA and Dentistry.

If you're seeking a career in dentistry that is dynamic, innovative and collaborative, then VA could be for you.

As valued members of interdisciplinary health care teams, our dentistry professionals enjoy the flexibility to move within VA's structure, along with the freedom to practice at any one of our more than 200 dental locations throughout the country.

In return, we offer competitive salaries, first-rate employment benefits, educational support, and tuition reimbursement programs.

Pursue a career with VA, and feel the pride of serving those who have unselfishly served our Nation.



"The practice of dentistry at VA is not just a job or career. For many of us, it's a calling."

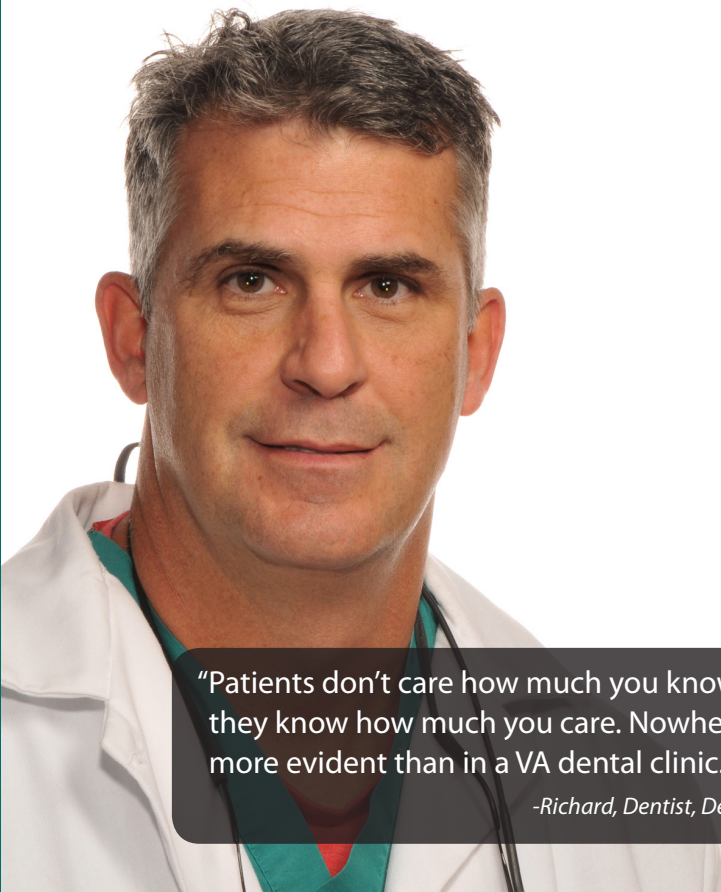
*- Owais, Associate Director,
Dental Service*

The best **patients.**

There's a certain camaraderie that Veterans share with each other. Young or old, male or female: those who have served our country enjoy the company of those who have experienced the same. And traditionally, this bond extends to their caregivers.

From injured active duty personnel to Veterans of all ages, our patients rely on their dentists to deliver unique and resourceful treatment, often for complex medical conditions.

And because our enrolled Veterans are assured treatment from the onset of a condition through goal achievement, our dentistry professionals are able to form strong bonds with their patients.



"Patients don't care how much you know until they know how much you care. Nowhere is this more evident than in a VA dental clinic."

-Richard, Dentist, Dental Service

The best **environment.**

At VA, our dentistry practice offers opportunities and challenges that are not typically found in other environments.

Dentists and other dental professionals here utilize the full scope of their knowledge and skills in their daily work to treat patients with various medical, physical, mental, and emotional issues. Adhering to the strictest protocols for infection control and quality assurance, our environment is focused on excellence every step of the way.

What's more, VA provides the resources, support, and opportunities you need to make the most of your talents—and your career.



"We treat heroes every day. What an honor and privilege!"

- Boyden, Chief, Dental Service

The best **technology.**

Take your career to a **higher level.**

VA is committed to a philosophy of technology-driven care that enhances staff performance and improves patient results.

Digital imaging, clinical operating microscopes, software-guided implantology, CAD/CAM, dental lasers, optical impressions, and cone beam CT (CBCT) are just a few of the state-of-the-art technologies our dentistry professionals use on a daily basis.

We also have the Nation's most comprehensive electronic health record (EHR), putting Veterans' medical records, lab results, X-rays, EKGs, and much more at your fingertips. The dental record component is a sophisticated program that allows you to formulate and view treatment plans and write notes. It also provides clinical decision support while seamlessly recording production data and completing other administrative tasks. And since the system is linked to every VA facility across the country, the care team can instantaneously access traveling Veterans' records to examine critical information.

VA also utilizes technology to enhance professional development. We regularly conduct online conferences and training sessions on a variety of subjects. We also provide access to reference databases and systems to learn new information, share research, and exchange best practices.



The best **opportunities.**

As one of the Nation's largest health care systems, VA provides a wide range of opportunities across the continuum of dentistry disciplines, including:

- **Comprehensive Restorative Dentistry**
- **Dental Assisting**
- **Dental Hygiene**
- **Dental Laboratory Technology**
- **Endodontics**
- **Expanded-Function Dental Auxiliaries (EFDA)**
- **Geriatric Dentistry**
- **Maxillofacial Prosthodontics**
- **Oral and Maxillofacial Surgery**
- **Oral Medicine**
- **Oral Pathology**
- **Periodontics**
- **Prosthodontics**



"I am honored to serve the Veterans and be part of the VA team."

- Daisy, Dentist, Dental Service

Did you know **that VA:**

- Handles more than 1.4 million dental treatment visits each year at medical centers and supporting facilities
- Currently employs around 950 dentists (800 who work full time) and supports approximately 370 dental residency positions
- Provides medical and dental care backup to military hospitals during national emergencies
- Organized the first practice-based research network devoted specifically to improving Veteran oral health through the conduct of research
- Offers a loan repayment program for recent dental school graduates with professional loan obligations
- Supports a post-residency Fellowship in Dental Research



"My first introduction to dentistry at VA was as a resident about 30 years ago. I loved the experience and didn't want to leave. Since then, it's been very rewarding to serve as a clinician and (now) as a leader at VA. I hope you will consider joining our team. You too can make a difference."

- Patricia, Assistant Under Secretary for Health for Dentistry

The education to **fit in.** The opportunity to **stand out.**

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both Veteran patients and employees. We encourage career development for dentistry professionals through the following programs (all of which are subject to the availability of funding at each facility):

CONTINUING DENTAL EDUCATION PROGRAM

Various ADA-accredited learning opportunities are offered through the VA Office of Dentistry, VA Employee Education System, and other partnering Federal agencies.

TUITION SUPPORT PROGRAM

Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related courses.

EDUCATION DEBT REDUCTION PROGRAM (EDRP)

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.

EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)

This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

ADDITIONAL EDUCATIONAL OPPORTUNITIES

- Preceptorships for dental students in affiliated clinical education programs
- Preceptorships for dental residents in affiliated and VA-sponsored residency training programs
- Facility-based continuing dental education
- Paid time off for approved continuing education programs
- Participation in VA-funded research programs
- Executive development through administrative and management education

More **research.** More **affiliations.** More **opportunities.**

At VA, our dentistry professionals can pursue opportunities to conduct research either independently or in association with VA's dental practice-based research network known as VADER (VA Dentists Engaged in Research). VADER gives you the chance to engage in clinical studies designed to answer questions faced by VA dentists in the routine care of their patients. VADER works closely with the VA Dental Education Program in the dissemination of research findings, and with the VA Oral Health Quality Group in the development of quality measures for VA dental practices.

The VA Dental Education Program offers a formal mentorship training curriculum that provides training for new, inexperienced, and/or upcoming dental chiefs, assistant dental chiefs, and lead dentists.

VA's research and training missions are further strengthened by our affiliations with all Schools of Dentistry and 129 of 162 Schools of Medicine.

In addition, VA dentists are well-published in nationally recognized professional journals, and many have been elected to leadership positions in national health care organizations and at VA Veterans Integrated Services Network (VISN) levels.



Better benefits. The best care.

VA's mission is to provide the best possible care for America's Veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND HOLIDAYS

- 26 days paid annual (vacation/personal) leave; may accumulate up to 86 days of paid leave (annual leave begins to accrue immediately and can be used as it is earned with supervisory approval)
- 13 days paid annual sick leave; no limit on accumulation of days
- 10 paid annual Federal holidays
- 15 days paid annual military leave for active reservists and National Guard members
- Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take up to 12 weeks of annual leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Voluntary Leave Transfer Program, which allows other Federal employees to donate annual leave for a medical emergency of an employee or family member

HEALTH AND LIFE INSURANCE

- VA offers employees a choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- We also offer term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options are available
- Long-term care insurance is available

RETIREMENT

Our employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Multiple licenses are not required.



LIABILITY PROTECTION

Our dentists are protected by the Federal Tort Claims Act when functioning within their federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

AWARDS AND HONORS

VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Uniform allowance (if applicable)
- Credit Unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

VA hiring **policies.**

QUALIFICATIONS

Minimum qualifications for appointment as a VA dentist are as follows:

- U.S. citizenship (non-citizens may be hired when it is not possible to hire qualified citizens)
- A doctorate in dental surgery or dental medicine (or equivalent degree) from an institution approved by the American Dental Association's Council on Dental Education for the year in which the degree was granted*
- Post-Graduate Year One (PGY-1) training or its equivalent
- Current, full, active, and unrestricted license to practice dental medicine in a State, Commonwealth, or Territory of the United States, or the District of Columbia
- A successful professional record (required for experienced dentists)
- Personal interview
- English language proficiency
- Satisfactory physical examination (may include drug screening)

* We also approve schools (including foreign schools) accepted by the licensing body of a U.S. State, Commonwealth or Territory or the District of Columbia as qualifying for full and unrestricted licensure.

SALARY INFORMATION

- Starting salaries and grades are recommended by the Dentist Compensation Panel based on professional education, training, and experience
- Special entrance salary rates and special salary rate ranges are in effect at certain locations
- VA dentists are awarded base pay increases based on length of service
- In addition to base pay, VA dentists receive market pay, which is specialty-driven and dependent on geographic factors; and performance pay, which is dependent on one's role and performance at VA

Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA dentistry opportunities almost anywhere.

Because hiring decisions are made locally, you should apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA dentistry careers and application procedures may be obtained from any VA facility.

Employment information can also be obtained by contacting

VAplacementservice@va.gov

The toll-free number is **1-800-949-0002**

Employment information and job applications can also be found on the Internet at

VAcareers.va.gov

VA



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